

LOCAL I-S NEWS

INDUSTRIAL RELATIONS
SECTION
JAN 2 1950

for department store workers

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November, 1949

43 CONSTITUTIONAL CHANGES APPROVED



INITIATION, DUES, PENALTIES RAISED LOCAL I-S NEWS VOTED OFFICIAL PUBLICATION

Close to 4000 members of Local I-S packed Manhattan Center to the bulging point to vote a dues increase on themselves along with a series of amendments to their organization's constitution. They also cast their ballots for the Local I-S NEWS as the official Union publication. While hundreds of workers continued to pour into the meeting hall, President Sam Kovenetsky hailed the gathering as "a re-affirmation of the fact that our Union belongs to the members and that the members are determined to fight on to additional gains that will represent further improvement in their working and living conditions."

Mr. Kovenetsky's report, which opened the meeting, reviewed the accomplishments of Local I-S since it seceded from CIO a little more than one year ago. The President pointed to some of the problems of the future and declared that "the growing determination to smash the labor movement is clearly seen in the arrogance of the bosses of steel, coal and longshore. To meet this threat we must continue to strengthen our own organization and we pledge our wholehearted support and whatever aid we can give to all of labor in its struggle for a better way of life."

A resolution introduced by Executive Board member Anthony Burns called on the membership to officially approve the Local I-S NEWS as the publication to replace Union Voice. Supporters of the proposition declared that the new paper was giving membership precisely what is wanted — news of I-S people and events and of the outside issues of concern to all.

Spokesmen for the opposition urged continued support of Union Voice because of the "need for full information of developments in other department stores and their Unions." The resolution was adopted by an overwhelming vote.

Amendments Adopted

Of the 43 changes to the Constitution which were acted upon favorably, chief interest centered around the question of an increase in the dues schedule. The new

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Myrtle Clark

Art Show Plan Wins M of D Applause

Plans for the Local I-S Art Show, tentatively scheduled for opening in mid-January are moving slowly ahead, according to Robert Deshon, originator of the idea.

Presentation of the blueprint of the show to officials at the March of Dimes Headquarters aroused considerable enthusiasm there and brought promises of full cooperation.

To date only five artist-members have indicated willingness to exhibit their works and have them auctioned for the benefit of the March of Dimes. Contestants enrolled thus far are: George Reiser; Aaron Wolkovitz; Arne Nilsen; Edgar DeBernardo and Robert Deshon.

The committee responsible for planning the show expressed the belief that many more artists must offer their works before final arrangements for the exhibit can be made.

Artists and sculptors who wish to participate should communicate with Education Director Dick Pastor at the Union office.

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SOCIAL SECURITY AND YOU

The following article was prepared especially for the Local I-S News by the Federal Security Agency of the Social Security Administration.

The composition of the working force of Macy's Department Store can truly be considered as a fair cross-section of the national wage earner. They come from all states and corners of the country. A large percentage of the store employees are women. While the facts presented here on Old-Age and Survivors Insurance relate essentially to all workers, some special emphasis will be placed upon the coverage of the increasing number of working women.

First, let us be clear about Social Security. The law today provides a basic insurance protection to the wage earner and his family, payable upon his retirement, or in the event of his death. All workers in industry and commerce are covered. All have the opportunity to earn an insured status based upon wages earned in employment. This

is true for a part-time as well as a permanent employee.

Just a few words about your Social Security card. Remember you should have and use only one number. If you lose your card, apply immediately to your nearest Social Security office for a duplicate of your original. If a woman marries or a name is changed for any reason, ask for a change of record form.

Make sure that your employer has an accurate written record of your full name and number, exactly as it appears on your card. These simple rules will guarantee the correct reporting and crediting of your wages. The amount of your insurance benefit depends upon these wages.

A statement of wages credited to your account can be obtained by requesting the card, Form OAR-7004 from your Educational Director or nearest Social Security office. If you have any question about the completeness of the statement, take the matter up with your local field office.

Employment Sets Insurance

One of the most important things to keep in mind is the extent of your employment. The object is to earn and maintain fully insured status. This simply means that you must have worked on a covered job for not less than half the time from January 1937 or age 21 up to the quarter you attain age 65 or die. The law was first effective in January 1937. That is the earliest date that wages can be counted. If you were age 21 after that date, you can start from the quarter after your 21st birthday. Once you have worked for 10 years or earned 40 quarters of

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Union Pressure Wins Promotion in Jamaica

Jamaica Administrator Roberta Felsen reports another tremendous stride forward with the granting of a three-month trial period as a sales clerk to popular Executive Board member Myrtle Clark, packer-cashier.

Told at first that she was not the "selling type," Miss Clark brought her case to the Union and called attention to the fact that others with less seniority than she has were being promoted ahead of her. Unable to get a satisfactory answer from the Jamaica store manager, the Union's Administrator turned the case over to President Sam Kovenetsky.

The Union's final appeal to Macy's President Richard Weil resulted in victory.

Following the decision, store manager Cukor called Miss Clark to his office and told her that she could be sure of the fullest cooperation and expressed the hope that she completes the trial period with flying colors.

EXPERT PANEL AIDS I-S Welfare Board Endorses Medical and Legal Specialists to Assist Members

"The Welfare Board," said its Chairman Joseph Bucalo, "should not be thought of as a charitable agency. It is part and parcel of the Union we have built as a means of bettering the lives of each of us."

Pointing to the fact that the Constitution of Local I-S was just amendment to read in part, "There shall be a Welfare Board for the purpose of administering the Welfare Fund of the Union and to assist eligible needy members..." Mr. Bucalo stated that this aspect

of their work accounted for a very small part of the total activity of the Board. "For example," he said, "the members of the Board have devoted much time to the task of creating a panel of professional men who are willing to attend to the health needs of the membership at reduced cost. Thus far we have been able to enlist the cooperation of foot specialists, skin specialists, dentists, optometrists and general practitioners."

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I-S Demands Fair Milk Price to Consumers And Dairy Farmers

Local I-S, continuing its policy of fighting in the interests of its membership, was represented at a recent U.S. Department of Agriculture milk hearing. The purpose of the hearing was to determine a fair formula of prices to be paid the farmer for milk. The Union's purpose in the hearing was to try to win higher prices and greater security for the farmer while at the same time winning lower prices for the consumer.

I-S Cross-Examines

Appearing on behalf of the Union, Education Director Dick Pastor subjected R. Parker Eastwood,

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BRANCH STORE NEWS

PARKCHESTER



Georgine Staib

People have been scurrying around like mad to get in their nominations for Steward of the Month. We think many of ours have been doing a top-notch job and we want to see them get some recognition . . . We've scored two big victories over the company within the last short while. In one case we won an argument over the meaning of the word "reinstatement." Macy's tried to return one of our people to her old job minus the "Red Circle" money she got before her transfer . . . We fought for her return with all the benefits she had before and finally convinced the company, but only after the case was brought to the attention of top officials . . . Our second victory came when twelve out of fifteen workers initially refused to perform sponsor's duties without sponsor's pay. The company finally yielded to our demand for action and decided to take the expensive and inefficient way out by hiring full-timers to handle exchanges and refunds . . . All involved are glad to be rid of their bothersome blue pencils.

JAMAICA

The Myrtle Clark victory is one of which we are all very, very proud . . . Our congratulations and best wishes to you Myrtle . . . The red-hot windup of the baseball season left our male element limp from exhaustion. During the "critical" period finger nails were bitten down to the cuticle and fierce arguments raged over the merits of individual players and teams . . . These conclaves have finally settled back into a normal state of hysteria, with Leo Comeau always the central figure in the particular worldly discussion of the moment . . . Bowling is in full swing with enthusiastic 1-S'ers crowding the National Bowling Alleys every Thursday at 6:30 . . . According to Manny Goodman, Manny was top scorer in a recent session with 206 and 209 . . . Christine LeBrecht is the newest addition to our roster of Shop Stewards . . . Marilyn Bloome is ready for wedding bells in February . . . Generous Vince Muscato is still giving his blood to any needy or worthy person or cause . . . Incidentally, Vince, who is our sports director, challenges any basketball team in the organization to play our local pride and joy . . .



Ben Calabrese

FLATBUSH



Marie Martino

Congrats to George Spear and Nick Kowal on having taken the fatal step . . . The stork is flying low over the store now and we are expecting the maternity leaves of absence under our new contract to be taken up. Don't forget girls to get in touch with Mrs. Watson at the Union office . . . The Union bowling teams still going great guns on Monday nights at Kenmore Bowling Alleys and there's always room for more. If you're interested, see either Hal Buick F9 or Tula Drugas F7 . . . The Basketball club recently had its first practice session. Old standbys Dave Markowitz, Bert Orlando, John Harrison, Mel Melnyk, Zen Pasternak, and some promising newcomers showed up. We had a good club last year and this year we should easily take the championship. Arrangements are also being made for a regular cheering section to follow the club this year. Last year Hazel Gowin and Teddy Weiss were our only cheerleaders. Come on girls and boys. Join Hazel and Ted and cheer your basketball club on to victory.

WHITE PLAINS

We are all glad that Mamie Branch is back at work after a long period of recovering from her fall . . . there must be a moral to it somewhere, but we just can't think of it at the moment . . . We are also glad that George Francis has gotten his promotion . . . from House-keeping to Stock . . . keep climbing, George, our Union steadies the ladder . . . The basketball season started with a bang . . . We got a kick and gave Parkchester the bang . . . we all know it's too early in the season to gloat, but who knows when we'll get another chance? . . . In the continual battle with Macy's we successfully disinterred Rita Scimia. Rita, who is a clerical worker was buried in the vault two days a week until the Union stepped in and protested that this was not in the line of Rita's duty . . . The work has been re-assigned to an exempt and Rita has again taken her place in the sun . . . Our two-man Major Appliance department nearly had a part-timer on their hands until the Union moved in and worked out a solution. The company has agreed that no additional personnel will be put into that department except two hours a week when a part-timer will relieve the Regular on his lunch hour on the other man's day off. Nobody's hurt . . . everybody's happy.



Gerard Conway

SOCIAL SECURITY AND YOU (Cont'd from p. 1)

coverage you are permanently and fully insured for life, whether you work again or not. A quarter of coverage is any calendar quarter (3 months) in which the employee was paid \$50.00 or more in wages.

You might wonder why this status is so important. Let's put it this way. To be eligible to receive monthly insurance benefits you must be

1. age 65
2. fully insured
3. retired or earning less than \$15.00 per month.

All these factors must be met to entitle an individual and his dependents to receive monthly payments.

Benefits and Wages

The amount of a worker's benefit is based upon his average monthly wage. These wages are on record as your employer is required to report them every three months, together with your name and Social Security number. Wages up to \$3,000.00 only, are taxable and credited to your account for any one year.

When a husband and wife are both employed and both fully insured as a result of their own wage records, the husband receives his benefit upon retirement and the wife receives either her own primary payment or one-half of the monthly benefit of her husband, whichever is greater. This would also apply where a woman marries and leaves her job after having earned a fully insured status. Monthly payments are also made

Milk Hearing . . .

(Continued from page 1)

"consumer representative" on an "impartial" panel, to vigorous cross-examination and forced the self-styled "expert" to admit that while milk is considered a necessity, he believes that anyone unable to pay present high prices should become a charity case in order to feed his children.

Pastor Testifies

In a prepared statement Dick Pastor said, "We, as workers, know that our economic well being depends on the well being of all sections of the population, with special emphasis on the well being of the farmer and the worker."

"In our experience we know of many department store owners who have become millionaires but we know of no department store workers who have accomplished that. We know that the milk distributors are in the millionaire class but we have heard of no milk farmers in that class."

Demands Subsidy-Lower Prices

"The conclusion we are forced to draw is that the man in the middle is paying low prices to the farmer and charging high prices to the consumer. We, as trade unionists, demand that the government give its immediate attention to the question of providing an adequate subsidy to the milk producer and that the government order a full investigation into the uniform pricing practices of the 'big three' in milk. Those practices smell of monopoly which is costing the consumer millions of dollars in overcharges while the milk farmer is being starved."

The Local 1-S consumer defense batting average remains high. The landlord's demand for a 15% over-all rent increase has been rejected, and the price of milk dropped one to two cents shortly after the latest hearing was concluded.

to a retired insured worker on behalf of a child under age 18.

Monthly payments are made to the survivors of an insured worker as follows:

1. Children (unmarried) until age 18.
2. Widows (regardless of age) caring for a child until child becomes 18 or the widow remarries.
3. Widows (age 65) unless remarried.
4. Dependent parents (age 65) chiefly supported by the worker who dies leaving no child or widow entitled to monthly benefits.

Lump-sum payments are made to:

1. Widow or widower, if living with worker at time of death or
2. To person or persons who paid the funeral bill.

Payment Not Automatic

Considerable monthly payments are lost by eligible workers and to some extent, survivors, because they delay filing their applications for benefits. Remember while you are legally entitled to these payments, they are not automatic.

The safe rules to follow are:

1. File your application after

You have read a great deal about the recommended changes in the Social Security Act now being considered by Congress. If enacted into law some of these provisions will mean:

1. Increased monthly benefits to retired workers.
2. The minimum payment may be \$25.00 per month and the maximum to a family \$150.
3. The work clause may be changed to permit the earning of up to \$50 a month on a job and the receipt of the monthly benefit.
4. The retirement or benefit age of women will probably remain at 65.
5. A lump-sum may be payable in the case of every death regardless of the survival of a person to whom monthly benefits are possible.
6. A child may be considered dependent upon the mother even though living with and partially supported by the father, if the mother furnished at least one-half of the child's support.

Booklets are available from the Education Director that explain in some detail the present provisions of the Law. Eligibility requirements and benefits payable are

SOCIAL SECURITY IS INSURANCE!

YOU WOULDN'T
THROW AWAY A
LIFE
INSURANCE
POLICY WOULD YOU?

**DON'T
THROW AWAY YOUR
SOCIAL
SECURITY
BENEFITS**

**Find Out About
OLD AGE AND SURVIVORS
INSURANCE BENEFITS
FROM THE NEAREST
SOCIAL SECURITY OFFICE**

age 65 as soon as you stop working either temporarily or permanently.

2. Survivors of a deceased worker should visit the nearest Social Security field office as soon as possible.

clearly outlined. It is only good common sense to be familiar with your rights under Social Security. That knowledge will permit you to intelligently plan for your retirement and family protection in the event of death.

OUR UNION DEMANDS FOR 1950

by Local 1-S President SAM KOVENETSKY

The press, radio and magazine propagandists for big business would have us believe that labor's efforts to win further improvements in their working conditions are doomed to failure. They would have us believe that the worker who asks for little or nothing is the highest form of patriot.

No place in the hundreds of thousands of words they spew daily is there any criticism of the arrogance of management that refuses to budge in the face of labor's just and insistent demands.

Employers, encouraged and strengthened by the continuance of the Taft-Hartley Act, rely on the Federal government to pull their chestnuts out of the fire through injunctions or plant seizures if the workers refuse to knuckle under.

All these calculations of the bosses fail to take into account just one very elementary point. They seem to forget that they need the workers to run their plants! They can enjoy and they can

seize, but neither of those legalisms can produce either goods or profits.

We say that we of Local 1-S, through our own strength and unity can win basic and major improvements in our contract when we re-negotiate in February. In this article I wish to discuss just one of our demands so that we may clearly understand its importance to each of us.

It is common knowledge that our Union contract provides for automatic wage increases for periods varying from six months to three years. It is also common knowledge that most workers, having reached the last of their automatic increases, are at the mercy of the supervisor, or any other executive, through the unfair system of job review.

In all too many instances workers have been rated excellent on all but one count, and on that count they have been told that they are disqualified for advancement.

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LOCAL 1-S NEWS

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LOCAL 1-S, UNITED RETAIL WORKERS, UNAFFILIATED
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THANKSGIVING

Thanksgiving usually brings to mind a family scene — a table groaning under the weight of a golden brown turkey, splashes of red cranberry, the dull greens and the bright greens of vegetables and salads. The colors of autumn bedeck the table while our minds roam over the hills and dales of the year past and we muse over what life held for us in those twelve months.

For some of us there has been woe in this year — for others the course has been a smooth one. Yet, smooth or rough, there are many things for which we can be thankful.

We can be thankful that we did not leave our well-being in the hands of others, but took into our grasp the task of winning the wages that mean food and clothing and a place to live. For by winning that fight we conquered the fear of want.

We can be thankful for the security, fought for and won over the past ten years . . . For the organized strength we possess which enables us to guarantee that no man and no woman shall be the victim of discrimination within our union and our province, and that all men and all women, with the time they labor, shall earn the ever firmer right to keep their jobs. This security frees us from the haunting dread of idleness, of hunger and of privation.

We can be thankful that our Union has not succumbed to the hysteria of our times and that all men and all women, regardless of their faith, their political creed or their color may stand and speak their mind. We can be thankful that we have the right to agree and disagree, but above all we can be thankful that we remain united in the struggle which first brought us together — the struggle to make our lives better by winning for all freedom from fear and freedom from want.

UNITY FOR VICTORY

Without inquiring into the motives underlying it, we of Local 1-S add our hearty "Amen" to John L. Lewis' call for trade union unity and a common defense fund for all of embattled labor, regardless of affiliation. We regret that the AF of L has seen fit to reject this proposal.

We believe that only through the most militant and united display of strength will the Unions of this country be able to crack the employer's front. Not since the great organizing days of the late 1930's, when they absorbed the worst beatings of their long anti-labor careers, have the czars of auto, steel, coal, electric and longshore shown the arrogance and 'fight to the death' spirit which they now display towards the millions of men and women in their employ.

Ford workers have ratified what seems to us to be a most inadequate pension plan. But thousands of other auto workers have already posted notice that they will not accept as their only gain today a plan that promises Social Security and company contributions totalling a mere one hundred dollars a month after thirty five years of service—provided they have reached 65 years of age. They are fighting for the present as well as the future when they demand wage increases and the end of speed-up PLUS a decent pension plan.

Our full support goes to the workers of the giant steel industry. We salute the hardy men, who along with the miners pioneered the fight against the giant trusts in the United States. We wish, however, that the steel workers were fighting for something more than their pension plan. We are sorry that they yielded on their demand for a more than justified wage increase. While the President's Fact Finding Board may have been appeased by the compromise, it is obvious that the companies involved wanted the showdown battle in which they are now engaged. We believe that victory will go to the workers and only wish the stakes were bigger.

Throughout the land, and to the outposts of Hawaii, the bosses are testing our strength. Unity within our own union and the willingness to lend a helping hand will again prove to all the indestructibility of organized labor. Victory must and shall be ours.

LETTERS to the EDITOR

The absence of Letters to the Editor allows us to use the space below for a modern "Once Upon a Time . . ."

The Horse on 34th Street

Once upon a time, but not very long ago, there was a man, a horse, and a wagon on 34th Street.

The man was a little man; thin, wrinkled, and tired. The horse was a horse, and the wagon was a creaking, lumbering, splintering collection of wood and wheels.

As the man, the horse, and the wagon were making their way along 34th Street, a woman loudly screamed for a policeman. Hardly a minute passed before a motorcycle cop speedily overtook the man, the horse, and the wagon.

Accompanied by the woman's loud protestations and gestures, the man climbed down from his high seat, wearily trying to explain, while the cop and the assembled crowd of hundreds craned their necks upward in an effort to see the top of the load heaped high on the wagon.

The cop, never having been a horse, couldn't decide whether the load was too much for even a truck horse. Finally, in desperation, the minion of the law headed for a phone and summoned the ASPCA.

The crowd gave way for the big van and the humanitarian in uniform stood shaking his head in silent condemnation. Finally he turned quietly to the driver and to the cop and said, "This load ain't fit for two horses, not to mention one."

Silent again, he began to unhitch the horse from the shafts and led him to the waiting van. An uneasy sigh rippled through the crowd. A young worker softly said that the guy was only trying to earn a living. An attractive woman on a shopping expedition said, "Why don't they get the men responsible for high prices and no houses."

A tired, old, and wrinkled man in the uniform of a Macy porter said in acid tones, "How nice of them to see that a horse isn't overworked. Maybe some day," he muttered as he walked away, "maybe for us, too, there's a future."

For Better or Worse

Proving again that a good union is like a good marriage, "for better or for worse, in sickness and in health," Union members on the third floor and maintenance workers from other floors made the rounds and collected more than \$70 for their co-worker, Margaret Turney, who was home ill and about to be hospitalized.

Sparkplug of the drive to help the needy Sister was Shop Steward Horsley of the Housekeeping Department.

CONGRESSMAN DRIPP

by YOMEN



"THAT'S THE BOSSES NEW LOOK SINCE HE DISCOVERED THE UNION LABEL ON HIS CLOTHES."

MAIN EVENTS

Under steady pressure from Shop Stewards and Union Administrators, top-level Executives have been obliged to over-ride many decisions of their underlings in the recent past.

The adjustment of wage inequalities has been of interest and concern to everyone, yet Labor Relations Manager Fred Fisher could see no reason to hurry the company's answer, despite much prodding. Union protests to Macy's President Weil resulted in an order to Mr. Fisher that the \$25 thousand dollars involved be allocated before the end of October. Full details are not available as we go to press, but will be discussed in the next issue of the Local 1-S NEWS.

PBX-Demonstrators Join 1-S

After a series of long delays and much hesitation the women who operate the Macy switchboards have realized that only by joining Local 1-S can they solve the many problems and grievances which have been accumulating for a long time. It was not long after the realization dawned that they decided to stop talking and to act instead. They're members now and busy working out their problems — with the Union's helping hand to guide them.

Another new group now participating in our Union affairs is made up of demonstrators who sell Macy merchandise either exclusively or in part.

Local 1-S is pleased to add these additional links to its ever-stronger chain.

Settled Grievance Brings \$'s

A victory that will add from 10 to 25 dollars per week to the take-home of those selling television sets and contracts for their installation was won recently.

Shop Steward Irving Smooke first brought the question to the department supervisor. Following a turnaround there, Smooke was joined by Floor Committeeman William Atkinson in presenting the grievance to Divisional Supt. Robert Craine. His refusal sent Administrator Phil Hoffstein to Labor Relations Manager Fisher who promised an investigation, but from whom no action was forth-

coming. The final step was reached when President Sam Kovenetsky and Phil Hoffstein presented the Union's case to Macy's President Weil, who after careful study instructed Mr. Fisher to give 1-S a favorable answer. The company agreed to pay a commission of 1% on all sales of installation services in addition to the regular commission paid for the sale of the television sets themselves. It was further agreed that if 90% or more of the vendors sign contracts calling for an installation rebate to Macy's salesmen's commission will be raised to 1 1/4%. Another point in the new arrangement calls for a weekly auditing so that the sales people will have a current picture of their earnings.

Major Appliance Stops Cuts

The earnings of those who sell Macy's major appliances were threatened recently when the company decided to hire an additional person to push the store's vacuum cleaner sales. Department members led by Shop Steward Walter Adolph protested the fact that the additional man was selling all appliances and cutting into their weekly pay. Mr. Fisher, after a full investigation into the facts directed that the additional member of the department be limited to the sale of vacuums. When this order was violated shortly after it was handed down, Mr. Fisher backed up his original position by ordering that the amount involved in the violation be pooled and shared by the basic crew of the department.

None Too Big—or Too Small

In many ways it is the individual fight on so-called 'minor issues' that shows what a beating the workers would take without a strong Union standing by their side.

Within the last short while two people, out on sick leave, requested necessary extensions of their leave time. In both cases the company denied the applications until 1-S Vice President Elizabeth Hammond took them up and won reversals.

Grievances, small and large, demand immediate attention. Don't lose your rights. Fight for them!

WELFARE BOARD...

(Continued from page 1)

Each one," Chairman Bucalo continued, "has posted a schedule of fees with the Welfare Board which shows that I-S members, upon presentation of their Union Card will save approximately 40%."

Cheers the Ill-Helps Needy

In addition to its continuing work of building a still larger panel of qualified doctors and dentists, the Welfare Board devotes much of its time to the needs of the sick and the plight of families deprived of support through the death of a member of Local I-S. The Welfare Board is not content to sit back and do nothing simply because a death benefit is paid. The Board undertakes to determine what help, if any, is needed and does its best to at least partially fill the gap created by the death.

Legal Clinic Solves Problems Saves Money

Newest service of the Welfare Board is the Local I-S Legal Clinic held on Tuesdays from 6 to 8 P.M. at the Union office. There, Union attorney Sam Shapiro is ready to give whatever advice or assistance a Union member may need for the fullest protection of his legal rights. Through his special arrangement with the Welfare Board, Mr. Shapiro gives his time and advice at no cost to the members, while legal actions will be carried out at modest fees.

Mr. Bucalo praises highly the work of his fellow committee members, Lucille Valentine, Jack Fox and Clarence Lanman. He says it was their enthusiasm and their determination which led the Board far beyond the normal limits of its duties. "It is they," he says, "who spend each of their Tuesday evenings at the Union office interviewing applicants for loans and grants and poring over the qualifications of a new doctor seeking official endorsement while at the same time seeing to it that a member in need of cheer gets it in the morning mail."

STEWARD OF THE MONTH

Lillian Danuff of Parkchester is a proud woman. She is proud of the job she is doing as a Shop Steward — she is proud of the job she has done as a mother and she is especially proud of her working-class background and the lessons it taught her.

With quiet dignity and great pride she tells of the fact that she and her family had to struggle for a living and, she says, "the struggle for a living wage, the fight against the sweat shop, the battle to the finish against the bosses' yellow dog contracts were part and parcel of our fight for enough to eat."

"My parents," she continues, "learned from experience that workers must stand shoulder to shoulder in the fight to improve their lot. I learned with them and from them. They belonged to Unions all their working lives."

Grandma-to-be Danuff didn't hesitate for a second when it came to stating her ideas as to what a steward should be and do. Her credo is, "Keep your door open. Be receptive to all problems, personal and contractual. Always remember that no problem is small to the person who has it."

Lillian loves to travel, but when she talks of her 12 thousand mile trip last summer she speaks not of the beautiful scenery, but of the horrible conditions under which so many people work. She shudders as she recalls her tour of a



CHANGES APPROVED...

(Continued from page 1)

rates, effective immediately, will add fifty cents to the monthly fee for the vast majority of the Union's 7600 members.

The members also voted to raise the penalty for non-attendance at Union meetings from \$1 to \$2, the levy to go to the I-S Welfare Fund.

By their affirmative action, the

voters created an "Honorary Membership" group of Union members no longer employed by Macy's, but who desire to maintain their membership and to assist and participate in various aspects of the Union's program.

The membership also voted itself greater power in the supervision of the Union work of their Shop Stewards by approving an amendment calling for the annual election of Stewards. Elections are to be held at the first divisional meetings of each year.

A proposed change in the By-Laws which would have affected the present quorum provision was tabled.

1-S SPORTS

JOIN the FUN



- SWIMMING
- FOLK DANCING
- BADMINTON
- PING PONG

- BASKETBALL
- VOLLEY BALL
- CALISTHENICS

FUN for ALL



SPORTS CALENDAR

	MON — TUES — WED — FRI
HERALD SQUARE	TEXTILE COMMUNITY CENTER
18th Street btwn 8 & 9 Ave	6:30-7:15 PM Individual Exercise
Badminton — Ping Pong	7:15-7:35 Calisthenics classes
Basketball — swimming	
Volleyball	7:35-8:45 Special Individual Exercise
JAMAICA	MON — TUES — WED
	JAMAICA HIGH SCHOOL
Dancing — Complete gym program — swimming	
FLATBUSH	TUES — WED — FRI
	MIDWOOD HIGH SCHOOL
Complete gym program — basketball on Fridays	
PARKCHESTER — no swim-gym program due to lack of interest	
	BASKETBALL AT PS 102
For sports program tickets or further information see Director Charles Auletta at the Union office or your Union Administrator.	

OUR UNION DEMANDS...

(Continued from page 2)

A survey will show that while the company has agreed to a figure that represents a "Job Review Maximum," very few workers receive the "merit" increases that would bring them to that level.

It is common knowledge that our Union contract contains a seldom invoked clause which allows the company to withhold even an automatic increase (upon consultation with the Union) should they believe a worker unworthy of the increase. We regard with deep suspicion, therefore, the fact that a worker who consistently earns his automatic increases suddenly becomes unworthy of "merit" raises when they are at the option and the mercy of Macy's.

To overcome this unjust and discriminatory practice the Union proposes to fight for a fully automatic schedule of increases, up to and including the "Job Review Maximum." In practical terms this will represent guaranteed wage increases for almost every member of the Union. It will mean final and complete independence from executives who practice favoritism in the rating of workers. It will mean no longer having to hope for a raise, but of being sure of a raise up to the maximum so long

as the individual does a satisfactory job.

Along with fighting for a fully automatic wage scale, the Union is prepared to fight for the elimination of pay differences which now exist between similar jobs. I propose to discuss this fight against wage inequalities in the next issue of the paper.

As a final word at this time I wish to caution against pessimism

or false hope. Despair means defeat, but to merely "hope" for victory also spells defeat. We must further strengthen our organization inside the store. If each person will consistently demonstrate his wholehearted support for his demands he can be sure that together with 7600 Union brothers and sisters he will march to victory. Fighting unity is the only key to further gains.

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